

The Human Resources Research Organization (HumRRO)

The Human Resources Research Organization (HumRRO), a non-profit organization, was founded in 1951 as part of the George Washington University (GWU). We became independent of GWU in 1969. HumRRO focuses on the application of state-of-the-art science and technology to enhance human performance by providing quality services in six major areas: needs assessment and analysis; instructional systems; performance assessment; program and system evaluation; personnel planning and policy analysis; and career development.

HumRRO is an industry leader in the areas of selection and classification, manpower modeling and utilization, job/task analysis, survey design and analysis, performance measurement, development of assessment instruments and methods, instructional technology, organizational effectiveness, leadership evaluation and training, skills enhancement, training systems analysis, simulation techniques for training, human factors, and criterion development.

HumRRO's multi-disciplined staff of approximately 100 professionals includes applied psychologists, statisticians, psychometricians, computer technologists, instructional technologists, economists, and human factor engineers. HumRRO senior staff have a long history of developing and managing research and consulting projects of broad scope. A number of these scientists have national and international reputations in their fields. Many have been officers of professional associations, editors of scientific journals, authors of books, and frequent invitees to national and international conferences. Their research and professional relationships give them wide visibility in business, academic, and government circles. HumRRO has successfully completed more than 5,500 Federal contracts, including many indefinite quantity contracts (IQCs). Our key contract management personnel are located in our headquarter offices in Alexandria, VA. We also have field offices in Kentucky and California.

HumRRO's expertise blends perfectly with the requirements for **Service Area 2, Personnel Assessments**. We have a proven track record for delivering superior quality products--on time, and within budget. HumRRO's **customized services** in areas relevant to this Service Area include:

- a. job analysis studies
- b. test development
- c. test validation
- d. production of test materials
- e. computerized item banking
- f. standards-setting
- g. test administration protocols
- h. test administrator/assessor training
- I. test scoring/ statistical interpretation
- j. disparate impact/ statistical analyses
- k. fairness analyses
- l. candidate feedback.

We provide testing and assessment services in many **contexts**:

- a. employee selection & promotion
- b. career development
- c. professional certification
- d. performance appraisal
- e. education & training.

We have experience with many types of testing **formats**:

- a. traditional multiple-choice
- b. written simulations
- c. hands-on practical examinations
- d. assessment centers
- e. oral examinations & interviews
- f. computer-assisted testing
- g. computer adaptive testing
- h. video/audio assisted testing
- I. behavior-based performance ratings
- j. team and unit assessments.

HumRRO tailors its assessment systems to specific, individual client needs. HumRRO looks forward to working with IRS clients to help design, develop, and deliver integrated assessment processes for selection, promotion, development, or certification.

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